

We are bringing forward the Wellness division's activities to support a motivated and healthy workforce as part of our Department goals and one of the Governor's seven priorities. The Vermont State Employees' Wellness program rebranded itself as LiveWell Vermont in January, 2014. In March, it launched an online wellness portal which provides all active and retired state employees access to a variety of wellness tools and resources including a personal health assessment, exercise and nutrition plans, trackers and resources, workshops, a health library and much more. All of this equals a great change in business process, data collection and available toolset. Going forward we will be able to gather more data from the portal about the health trends and changes of the employees who participate in the wellness programs. For fiscal year 2014, the data represents a transition year. Biometric screenings became personal health assessments, and the wellness challenges changed from self-created monitoring systems to using the new online portal. Another part that has led to an increase in numbers was the launch of the incentive campaign midway through the fiscal year. For all of the wellness initiatives, the active population is as of one date, the date the initiative was announced. At that point in time, all active employees (and in the instance of the flu shot, the retiree population as well) are notified of the opportunity. This does include temporary employees.

The class action classification review process is included to show the impact of the new provisions, beginning in FY15, for this type of review in the Collective Bargaining Unit Agreements. In the past class action classification reviews were conducted ad hoc throughout the year without a mechanism to review and manage significant budget impact. The Collective Bargaining Unit Agreements now require all class action classification review requests to be submitted between July 1st and August 31st for Non-Management and Corrections bargaining unit jobs, and July 1st and August 15th for Supervisory bargaining Unit jobs. The timing is designed to allow the Legislature to review the fiscal impact for those reviews impacting agency and department budgets by 1% or greater of the salary and wages portion of budgets. We believe the new collective bargaining unit agreement language represents a positive change in process and allows for a more thoughtful and planned approach to large classification reviews.